

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **EUGENE B. LAÑADA**

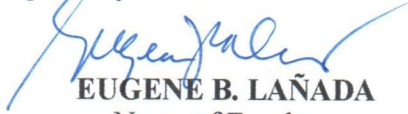
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.93 x50%= 2.47	
b. Students (50%)		5.00x50% = 2.50	
Total for Instruction	40%	4.97	1.99
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		4.89x100% = 4.89	
Total for Research	30%	4.89	1.47
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00x100% = 5.00	
Total for Extension	15%	5.00	0.75
4. Administration	15%	4.84	0.73
5. Production	0%	0	0.00
<b>TOTAL</b>			<b>4.72</b>

EQUIVALENT NUMERICAL RATING: **4.94**


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.94**ADJECTIVAL RATING: **Outstanding**


Prepared by:

  
**EUGENE B. LAÑADA**  
Name of Faculty


Reviewed by:

  
**BEATRIZ S. BELONIAS**  
Vice Pres. for Academic Affairs

Recommending Approval:

  
**BEATRIZ S. BELONIAS**  
Vice Pres. for Academic Affairs

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **EUGENE B. LAÑADA**, of the **College of Veterinary Medicine** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to June, 2020**.

  
**EUGENE B. LAÑADA**

Ratee

Approved:

  
**BEATRIZ S. BELONIAS**

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>Advanced and Higher Education Services</b>	Full Time Equivalent (FTE)	Provision of instruction in VMed 141 (Microbiology 1), VMed 142 (Veterinary Microbiology), VMed 145 (Epidemiology), VMed 148 (Zoonoses), and VMed 200 (Undergraduate Thesis)	5	7.65	5	5	5	5.00	
	Number of Student Research and Field Practice Advising: Approved Manuscript submitted within the prescribed period	College Dean: reviews, checks, and signs all approved undergraduate student thesis manuscripts	10	22	5	5	5	5.00	
		Thesis Adviser: advises student on planning, preparation, conduct, and writing of thesis	3	3	5	5	5	5.00	
	Number of teaching materials produced, updated or revised	Revision and updating of syllabi in VMed courses handled	2	2	5	5	5	5.00	
<b>Research</b>	Number of research output Presentation in Local Fora	Presentation of project progress reports to ODRD in VSU (as Project Leader)	2	2	5	5	5	5.00	
	Number of research output Presentation in Regional Fora	Paper presentation during the Philippine Veterinary Medical Association-Eastern Visayas conference	0	0	4	5	5	4.67	
	Number of research output Presentation in National Fora	Presentation of project report in a national conference	0	0	5	4	5	4.67	
	Number of research published	As main author and co-author	1	1	5	5	5	5.00	
	Number of research projects implemented	Research on foodborne zoonoses in Magpanguapa area, scoping study of zoonoses in region 8, NCD vaccination in chickens	3	2	5	5	5	5.00	
	Number of Research Project Conducted	Research Team Leader: Scoping Study on Zoonoses in Eastern Visayas	1	1	5	5	5	5.00	



		Research Team Leader: Survey on the Prevalence of Selected Animal-borne Zoonotic Bacterial, Fungal and Parasitic Agents and Associate Risk Factors	1	1	5	5	5	5.00	
	Number of research papers reviewed for publication in a refereed journal	Papers submitted for review and publication in refereed scientific journals (e. g., Annals of Tropical Research)	0	0	4	5	5	4.67	
<b>Extension</b>	Number of beneficiaries served	Team Leader: "Evaluating Vaccination Strategies in Controlling New Castle Disease in smallholder Semi-Scavenging chicken: A Randomized Field Trial" in Western Leyte	50	50	5	5	5	5.00	
	Technical/ Expert services	As veterinary technical expert in (1) rabies control and eradication, (2) companion animals, (3) food animals, (4) exotic animals, and (5) aquatic animals. Also as technical member and former vice-chair of the Regional Advisory Committee on Animal Disease Control and Emergency (RAC-ADCE) in Region 8	3	3	5	5	5	5.00	
	Commodity teams	Member of the Poultry and Livestock Commodity Team (ViCARP); Member of RRDCT-Livestock (Region 8)	2	2	5	5	5	5.00	
	Number of extension projects conducted	Team Leader: "Control of New Castle Disease in smallholder chicken flocks in Western Leyte Project and Component Leader: Enhancing Animal Health Services in the Province of Southern Leyte	2	2	5	5	5	5.00	
<b>Administrative Support Services</b>	Meetings attended	Meetings called by the President, Vice-Presidents, Directors, UADCO, UAC, University Committees, Dean's Meetings, Ad Hoc Committees, Meetings with extension partners, etc	7	7	5	5	5	5.00	
	Meetings presided	Mostly faculty and staff meetings; extension team meetings	6	8	5	5	5	5.00	
	No. of documents acted upon on time	Routine office documents for review and action	40	40	5	5	5	5.00	
	No. of documents released on time	Routine office documents for review and action	40	40	5	5	4	4.67	
	No. of staff evaluated/monitored	Monitoring of staff under all the Departments of CVM	12	12	5	5	5	5.00	
	No. of assigned tasks completed before the deadline	Routine and special tasks	4	4	4	5	5	4.67	
	No. of curricular proposals	As UAC member	2	2	5	5	4	4.67	

	reviewed/evaluated								
	No. of progress reports by center/ unit(retrieved, consolidated and submitted)	Progress report of the College of Veterinary Medicine submitted to the OVPI	1	1	5	5	4	4.67	
<b>Total Over-all Rating</b>								<b>19.73</b>	

Average Rating (Total Over-all rating divided by 4)	19.73 / 4	4.93
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.93
ADJECTIVAL RATING		Outstanding

**Comments & Recommendations for Development Purpose:**

*He needs to fasttrack the proposal for the offering a graduate program.*

Evaluated & Rated by:

*[Signature]*  
**BEATRIZ S. BELONIAS**  
Dept/Unit Head

Date: \_\_\_\_\_

Recommending Approval:

*[Signature]*  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

Date: \_\_\_\_\_

Approved by:

*[Signature]*  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

Date: \_\_\_\_\_

1 – Quality      2 – Efficiency      3 – Timeliness      4 – Average

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: EUGENE B. LAÑADA  
Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

### Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2020 Target Date: June 2020

First Step: A normal teaching load (Instruction function) in order to have time for research and extension activities and revision of instructional materials

Result: A better schedule that will allow time for research, extension and revision of new Instructional Materials.

Date: April 2020 Target Date: June 2020

Next Step: To do administration, research, extension and revision of instructional materials.

Outcome: Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.

### Recommendation:

The college should recruit additional faculty to cover the load of those who are on study leave and the K to 12 subjects to de-load existing faculty.

Prepared by:

  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

Conforme:

  
**EUGENE B. LAÑADA**  
Ratee